

Office of Naval Research International Field Office

Newsletter No.

**NATO PfP Seminar
Civil-Military Relations Seminar V
“Soldier and Military in the 21st Century –
New Missions, New Tasks, New Identity”**

**Sponsored by the National Defense Academy
Institute for Military Sociology and Defense Pedagogy**

17 to 19 October 2001 in Vienna, Austria

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These reports summarize global activities of S&T Associate Directors of the Office of Naval Research International Field Offices (ONRIFO). The complete listing of newsletters and reports are available on the ONRIFO homepage: <http://www.onrifo.navy.mil> from the Newsletter link, under the authors' by-line, or by email to respective authors.

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1. Summary

The International Seminar is part of the NATO/PfP – Partnership Working Program in the cooperation area

“Political Control of Armed Forces and Defense Structures“
and constitutes an effort within the

“Extended International Military Education and Training Program“ (EIMET).

1. Executive Summary

The Fifth “Civil-Military Relations” seminar was hosted by the National Defense Academy Institute in Vienna, Austria (17-19 October 2001). The theme of the meeting was “ **The Soldier and the Military in the 21st Century: New Missions, New Tasks, New Identity**”. The aim of this conference was to gather world experts and provide a forum for focused discussion on the impact of soldiers conducting operations in a civil-military environment.

This meeting provided an opportunity for senior military leaders and military researchers to discuss topics that relate to the impact of multi-national missions. Approximately 40 attendees from 17 countries participated in this meeting including representatives from the military, government and academia.

The theme of the meeting facilitated discussion on the impact of multinational missions and issues related to recruitment, training and operations. Each nation presented their perspective on this topic and identified consequences within their respective nations on policies related to recruitment, training and retention. One of the principal issues that emerged from these discussions was the fact that many nations are moving away from a conscript military to an all-volunteer force.

National representatives agreed that the increased demand to participate in multi-national missions presents challenges with regard to providing troops during this transition phase.

It is worth noting that these changes in government policy throughout the European military community are occurring during a time of transition in the US. Specifically, the Department of Defense has established a new US program known as “Force Transformation” (November 2001) directed by VADM A Cebrowski (ret.). One of the goals of this program is to change the way that the US military addresses its operational requirements. Though it is a new program, one of its recommendations has been to organize more joint operations and exercises as a means of supporting responses to potential threats in the security environment (VADM Cebrowski, November, 2001). This goal has implications for the European military community.

Indeed, the issue of the new security environment was the main thrust for each of the discussion groups at this meeting. Following the events of 11 September, this meeting was the first of its kind to provide discussion on the topic of the new security environment among military leaders in the European community. There is a great deal of concern about the resources and plans for the future in terms of commitment to support future military actions and peacekeeping missions.

The relationship, therefore, between the US Force Transformation Program, the US Navy and the European military community highlight the significance of the discussions held at this meeting. Each nation expressed a willingness to participate in multinational missions. Representatives voiced their concern about the critical need to train leaders and troops to serve in cultural environments that provide challenges on many levels. Namely, the role of the military serving within a civilian sector provides challenges to the individual soldier wherein he/she may also serve as a diplomat and/or teacher to members of the community. While these roles evolve over the time of the operation, there is insufficient preparation for leadership training or for preparing troops to address these requirements. Cultural training, language preparation and military team integration training were among the topics discussed with regard to preparation for serving in multinational missions.

One of the military leaders from Croatia posited that there is a new sense of “international patriotism” emerging from serving in a multinational mission. He highlighted his experience in Kosovo and stated that this concept of international patriotism emerges as an extension of the soldier’s experience in serving in a newly formed team. The group concluded that this sense of international patriotism establishes the new identity of the soldier of the 21st century. Further, this new identity serves as an extension of the soldier’s national pride and establishes him as a member of the newly integrated international military team.

There was a consensus among participants regarding the need to develop a set of international standards for training both the individual soldier and leaders of multi-national missions. Operational requirements were addressed including concepts and capabilities related to the demands of conducting military operations within a civilian population. Representatives also stated that there is a need to share technologies and medical support systems throughout the military community serving in the same mission. Specifically, the disparity among troops serving in the same mission impact their ability and motivation to serve when they are not provided with equal access to technologies to perform their jobs or equal medical care to support their quality of life in the field. A suggestion was made to tithe each nation’s military organization in order to support access to equal medical care while serving in a multinational mission. Participants also recommended that there is a need to address the ways in which we train troops to deal with cultural differences in multi-national operations and integrate their mission roles and responsibilities within the society in which they are performing their military duties.

The results of this seminar indicate that there are critical changes occurring on a global level that impact the organization of the military within each nation. There is an ever-increasing demand for the military to provide troops to support multi-national missions both during military operations and for follow-up in maintaining peacekeeping missions.

The new identity of the 21st Century is one in which the soldier is called to be a diplomat, teacher, role model and military representative for each of their individual nations. There is a heightened awareness of the critical need to continue this dialogue and to develop a plan to address the issues identified in the conference to support future multi-national military missions. There is a need to focus on the transformation and transition of military programs in the US and in Europe in order to meet future operational requirements.

This newsletter is designed to inform national and international scientists, research and government institutions and international organizations about potential areas for research collaboration.

2. Background

The seminar was the fifth in a series on Civil-Military Relations that was sponsored as part of the NATO/PfP effort in the cooperation area “Political Control of Armed Forces and Defense Structures,” as well as constituting an effort within the “Extended International Military Education and Training Program (EIMET)”. The National Defense Academy, Vienna, Austria, hosted the meeting. The Naval Postgraduate School, Monterey, CA served as event co-sponsor. ONRIFO (Dr. Masakowski) served as Co-Chair for this meeting.

2.1. Seminar Description

The new security agendas demand new instruments and strategies. The prevention of conflicts, crisis management, peacekeeping operations, along with humanitarian intervention and disaster relief, shift our attention from classical national defense to potential terrorist/security threats. This shift in operational requirements places an increased demand on militaries of each nation as they attempt to safeguard regional areas as well as maintain a global perspective. Traditional military strategies become less significant in light of emerging challenges of security, encompassing dimensions like human rights, political stability and democracy.

This seminar examined the dimensions of change in the security landscape and their impact on the organization and performance of the military of the 21st Century. Participants explored the impact of security changes (in relation to the events of 11 September) and the relationship between national military policies and international events. In particular, group discussions focused on the new roles and tasks of the armed forces, the impact of social-political changes on the image of the soldier, and challenges to civil-military relationships. Lastly, groups discussed and proposed changes in leadership training, education and the interaction of political-military relations including communication and media-relations.

2.2. Seminar Objective

The objective of this seminar was to focus on critical issues surrounding the new security environment and the impact of multi-national operations on each nation’s military. In addition, this seminar was an attempt to address the interests and needs of all those civil and military experts who are concerned with or affected by the processes of the reorganization of strategic military concepts and structures. The goal of this meeting was to identify key areas of concern, develop a proposed plan for addressing these topics and to achieve consensus on plans for the future.

2.3. Seminar Management and Participation

This seminar was hosted by the Institute of Military Sociology and Defense Pedagogy of the National Defense Academy in conjunction with the Center for Civil-Military Relations (CCMR) of the Naval Postgraduate School, Monterey, California. (Please note that representatives from the Naval Postgraduate School were unable to attend the seminar.) This meeting was also organized as part of the Partnership Working Program 2001/2002. It promotes the goals of both the PfP-Cooperation Area “Political Control of Armed Forces and Defense Structures” (DCF) and the international Extended Military Education and Training Program (EIMET).

This meeting provided an opportunity for individuals to meet their counterparts within the domain of their expertise in a focused forum. These discussions provided an opportunity to address issues related to the new security environment, new military tasks and missions as well as a possible new identity of the professional soldier and military forces. This meeting also afforded investigators an opportunity to examine issues that were common among all of their military organizations, such as the impact of technological development, societal challenges, the influence of mission changes on the formation of the military of the future, and the impact of the media on mission efficiency and soldier’s competence. Topics discussed also included the development of international standards as to changes in civil-military relations, civil-military cooperation (CIMIC) and the impact on the strategic community in general.

3. Proceedings & Presentations

The lectures and presentations, as well as the small group discussions, were based on outlines handed out to all speakers and seminar participants in due course prior to the seminar. These outlines, in chronological order following the chain of events in the seminar, as well as the proceedings and presentations from the Civil-Military Relations Seminar V may be reviewed in full detail on the ONRIFO Website <http://www.ehis.navy.mil/tp/humanscience/default.asp> (The Institute will provide a complete copy of the proceedings in the near future.)

3 a. AGENDA

(Proceedings will include the agenda)

Chair: Dr. Edwin R. Micewski, Director
Institute for Military Sociology
& Defense Pedagogy
National Defense Academy
Vienna, Austria

Co-Chair: Dr. Yvonne R. Masakowski
Office of Naval Research
International Field Office
London,UK

4. Workshop Process & Procedures

Following the presentation sessions which were divided up into three panels – 1. The “New” *Military* – Challenges Tasks, Missions; 2. The “New” *Soldier* – Identity, Culture, Training; and 3. The “New” *Armed Forces & Society* and the *Strategic Community* – the participants were invited to discuss respective topics in three working groups. During the workshop sessions, participants identified critical issues related to the topics and tried to reach consensus on their findings and results.

The groups presented the outcome of their discussions to the entire seminar audience. In the plenary, the group’s findings and results were critically reflected and debated. The major results are delineated in the next section, however, will be presented in all detail in the forthcoming seminar publication.

4.1 Workshop Results & Recommendations

Group 1: Objectives: New Military

”What are the issues of key components of structural changes in military forces?”

I. Definitions: Professionalism

- Respect of Humanitarian laws and conventions; legality
- Take on tasks from other institutions/Mission creep
- Multinational forces/New kind of war/low tension conflicts – Complex situations requiring close cooperation with all parties involved
- Media influence – transparency in OPS

II. Mission changes

- Traditional/non-traditional wars
- Civil (internal) –Peace Support Operations, Humanitarian Assistance, Search and Rescue
- Missions other than warfare (MOOTWA)
- Future threats
- Asymmetric warfare against irregular forces – Terrorism, Guerilla
- Uncertainty/ anonymous
- Holy Crusade
- No one is untouchable
- The unthinkable
- Information warfare
- Economic warfare

III. Key issues for the future

- New Army Professional
- Strategic Intelligence – Cooperation
- Combined and Joint over the horizon
- Deployable/available
- Humanitarian/Special OPS
- Social IssuesSocial acceptance of the military
- All-volunteer vs conscripts

IV. Ethics

- Civil acceptance of military goals
- Communication

Group 2: Objectives: New Soldier

What are the issues of key components of structural changes in military forces

I. Who is he/she?

- Professional
- Trained/technically competent
- Specialized/flexible
- Image of military should be the same across nations
- Sense of international patriotism
- Motivation and Maslow's hierarchy
- Soldier/Diplomat
- Language skills/cultural understanding

II. What does he/she do...and where

- Flexible/Adaptive
- Diversity in Tasks
- Multi-national environment
- Uncertainty in complex environment

III. Challenges

- Doctrine/Resources
- Standardization/rules/inter-operability
- Mandate

IV. How do we prepare soldier for the future

- Training/education
- Internationalization of security programs
- Specialists training in advance
- Secure civic and social support and interaction
- Cost sharing of military support

Group 3: Objectives: New Armed Forces & Society

What are the issues of key components of structural changes in military forces?

I. National Crisis Management Measures

- National defence, internal security
- New Threat/without borders
- Complex situations

II. International Crisis Management Measures

- Contain Crisis
- Cooperation is paramount

III. Prioritization

- Respect national goals

IV. Mission Changes

- Non-Nato/NATO missions/own territory
- Maintain traditional military abilities/ tasks
- Combined training, education and exercises
- Cooperation before, during and after a mission

V. Recommendations:

Future meeting date set

Follow-up reports on changes in military policies and training programs

5. Future Meetings

LOCATION	DATE	SUBJECT
Vienna, Austria	9-12 June2002	Computers for Selection, Classification
Vienna, Austria	Nov 6-8, 2002	Military Ethics

6. Assessment

This was the fifth seminar in the series of Civil-Military-Relations Seminars carried out jointly between the Institute of Military Sociology and Defense Pedagogy of the National Defense Academy Vienna and the Office of Naval Research International Field Office. This seminar focused discussions on the impact of changes in military missions and the development of the new identity of the soldier of the 21st Century.

The theme of this meeting, “Soldiers and Military of the 21st century”, provided the focus for an in-depth discussion and debate by military and civilian military experts. This meeting provided a great opportunity for international researchers, as well as civilian and military experts in their nation’s defense and security affairs, to come together and exchange information on their nation’s policies, procedures and plans for the future. Approximately 40 individuals, representing 17 nations, participated and introduced both their national and individual perspectives to participants. This meeting also provided time to discuss and prioritize issues within each of the major topical areas, as well as develop ideas for research proposals and future collaboration. Each nation presented their perspective on this topic and identified consequences within their respective nations on policies related to recruitment, training and retention. One of the principal issues that emerged from these discussions was the fact that many nations are moving away from a conscript military to an all-volunteer force.

It is worth noting that these changes in government policy throughout the European military community are occurring during a time of transition in the US. Specifically, the Department of Defense has established a new US program known as “Force Transformation” (November 2001) directed by VADM A Cebrowski (ret.). One of the goals of this program is to change the way that the US military addresses its operational requirements. Though it is a new program, one of its recommendations has been to organize more joint operations and exercises as a means of supporting responses to potential threats in the security environment (VADM Cebrowski, November, 2001). This goal has implications for the European military community.

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There is a need to address the issue of changes in military policy, missions and plans for the future. Participants commented on the need to create a means of sharing information as they shift from a military of conscripts to that of an all-volunteer military force in a climate of fewer resources.

At this meeting, each nation identified a need to redefine new security policies and military strategies in response to their nation's transition in military structure. Specifically, participants highlighted the need to address the issue of generating a new identity for their soldiers and military in response to mission changes.

Namely, there is an increased demand for the soldier of the 21st century to serve in multinational missions. The identity of the new soldier has shifted from that of a combat soldier (trained to fight) to that of a soldier whose mission may require him to fight and/or keep peace in an uncertain environment. These mission demands heighten the soldier's level of responsibility as he/she struggles with cultural and sociological rules that differ from those of their national perspective. Soldiers of the 21st century must be trained and educated differently than previous generations as they aim to support multi-national missions. We must help them achieve a level of understanding of the sociological and ethical standards that will facilitate their integration into the multi-national team in order to ensure mission success.

This shift in military policies and mission changes has placed an increased demand on the military of each participating nation. The results of this meeting indicate that these challenges occur both on a national and international level and impact performance in multinational missions throughout the world. Participants agreed to address these issues by focusing on the topics of education and training within their military organizations and incorporate this information with their future national military strategies and policies.

This meeting has opened the discussion on topics that will forge the ways in which each nation will address their nation's military in the future. A meeting has been scheduled for the November 2002 as a means of assessing each nation's progress on these issues and forging new policies. Representatives from each nation will be invited to return and report on their nation's progress in the development of a new identity for the soldier of the 21st century via education and training. This exchange of concepts and concerns for the future will play a pivotal role in the development of international military policy, as well as contributing to the development of an interface between military leadership, policy makers and the soldier who participates in multi-national missions in the future.

7. Contacts:

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